



*'St Mary's is a Christian School where we aim to
Value – Inspire – Learn and Celebrate Together'*

St Mary's Primary Academy Development Plan 2017 - 18

Edition 4 dated 19/03/18

Green = completed Blue = Spring additions/amendments

Key priorities for 2017 – 2018

The Academy must continue to focus on teaching and learning priorities, particularly core subject improvement. We must start the academic year building on the Ofsted 'good' assessment, and focus on reading, writing and maths next steps. Staffing remains key and has the potential to undermine improvements – we must ensure KS2 staff issues are resolved and teaching stability provided to the pupils. If we are to be the best primary locally we need to continue to raise attainment and accelerate progress, particularly in KS2. We need to continually ask what are we trying to do, how we monitor the plan and how we identify/resolve issues.

- Priority 1** To raise attainment and progress in reading, writing and maths.
- Strengthen maths development through Singapore bar and 'Maths No Problem' (MNP) curriculum
 - Develop the teaching of reading, particularly comprehension
 - Strengthen writing development through sustained use of 'Talk for Writing' (T4W)
 - Teacher planning is matched to pupil needs
 - SEND provision is audited, monitored and positive progress to close gaps achieved.
- Priority 2** To strengthen teaching and support teacher development.
- Provision of high quality teacher CPD
 - All EY adults have appropriate training
- Priority 3** To improve behaviour and safety within the academy community.
- Develop behaviour management through Rights Respecting Schools (RRS)
 - Effective and supportive nurture and safeguarding systems in place
- Priority 4** To provide a sustainable fiscal plan, supportive to the teaching and learning needs.
- In year budget managed effectively and future budgets planned to support learning priorities

Last Ofsted (June 2017)

What the school should do to improve further:

'Improve teaching and thereby outcomes in reading, writing and mathematics to consistently good, by making sure that':

- Plans to further strengthen new approaches to the teaching of reading, writing and mathematics are fully implemented, so that the improvements already seen are built upon and sustained,
- Teachers, especially those who are new to the academy, continue to benefit from high quality training and opportunities to learn from other teachers, both within and outside the academy,
- All adults in the early years have appropriate training to ensure that their interactions with children have the maximum impact in moving learning on,
- Teachers' planning ensures that lessons are well matched to all pupils' learning needs, in order to engage them and challenge them appropriately.

To raise attainment and progress in reading, writing and maths.

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- Develop the teaching of reading, particularly reading comprehension
- Strengthen writing development through sustained use of 'Talk for Writing' (T4W)
- Teacher planning is matched to pupil needs
- SEND provision is audited, monitored and improvement evidenced

Priority 1	To raise attainment and progress in reading, writing and maths.				
Target/Tasks	Actions	Responsibility	Monitoring	Funding and resources	Outcome and interventions
1.1 1.2 1.4 1.5 1.6 1.7 1.8 1.9 1.10					Completed
1.3 Monitor MNP and T4W	Subject action plans KS meetings Cluster moderation	AC/FF - TLG KS leaders As organised	TLG reporting to SLT KS minutes, drops ins, moderation, scrutiny reports, Lit/Maths impact reports Triangulation report	Nil TLG release time	End of Autumn term MNP impact assessment - need to focus on differentiation and challenge. Mar 18
1.11 Staff to visit 3 Bridges School, Maidwell, Pennwood	Staff to see o/s school maths and English	AC/FF	SLT	£1K	Arranged - all teaching staff to one school
1.12 SEND monitoring effective including PP	SEN review visit PP/Non-PP gap analysis PP impact assessments	LO GK LO	SLT	£750	Val Monk 20 Feb 2017-18 SEND report Closing gap identified
1.13 Review reading interventions	Lexia Yarc assessments	FF	SLT	Lexia - £8K	Decide on Lexia next steps - Feb 18 - Y3 and 4 Yarc - second assessments spring 18 - assess impact
1.14 Establish Reading café through volunteers	Funding for MY ceases Feb 18 PTA/volunteers to take forward	CH	CH	£200/term from PTA	Regular reading cafes for EY/KS1 continue with PTA in place
1.15 Review INSIGHT	Pupil data accurately recorded by teachers. Effective presentation of data to SLT and Gov body.	GK	SLT	Nil	Reports to CH and Gov Body
1.16 Pupil Premium monitoring	SEN review visit PP/Gap analysis PP Report and funding plan	CH GK LO	SLT	Nil	PP future spending plan in place 2017/18 PP Report - Feb 18
Current situation		Desired Outcome		Success criteria	
Need to improve reading and writing outcomes in KS1 and 2, and maths across all cohorts. Show consistency in teaching and evidence accelerated learning. Growth mindset introduced but needs to be fully embedded. Handwriting/presentation improving. SEND monitoring in place but assessment of impact and value for money problematic.		Improved KS2 outcomes (reading and writing to national average, maintain maths above average). KS1 results consistently at or above national average. SEND monitoring shows impact of interventions and SEN pupil progress. Growth mindset known and acted upon by all pupils. Revised timetable will provide for 90 minutes reading/writing daily.		Growth mindset fully embedded within school. Clear progress in reading/writing attainment and progress - maths maintained at above national average across all year groups. Clear SEND monitoring system in place with closing gaps.	

To improve behaviour and safety within the academy community.

- Develop behaviour management through Rights Respecting Schools (RRS)
- Effective and supportive nurture and safeguarding systems in place (Nurture Award scheme)

Priority 3		To improve behaviour and safety within the academy community.			
Target/Tasks	Actions	Responsibility	Monitoring	Funding and resources	Outcome and interventions
3.1 3.5					Completed
3.2 Introduce Rights Respecting Schools (RRS) in classroom	Class and whole school charters. Ethos of RRS embedded in behaviour management by all staff	SLT	SLT and Governing Body	Nil (but may be future resourcing implication - Award scheme or stationary/art resources £75 spent on RRS resources including posters	Intro complete - school council taking RRS agenda forward
3.3 E-safety workshops and social media updates for KS2 pupils, parents and staff	Pupil instruction Parent workshops Staff updates	CH	Safeguarding	Nil	Staff update Sept 17 Whole staff trg May/June 18 based on revised KCSIE
3.4 Attendance over 96%	Pupils under 95% attendance to be managed via attendance process including letters, meetings and fines	CH	SLT	£600 (EWO)	Autumn - 96.12% Spring - 96.02%
3.6 Playground leaders (colour team sports leaders) support play time activities	Colour team sports leaders in place - play activities organised and supervised	HC/DF	CH	Sports funding/Sainsbury's vouchers	6 pupils completed course
3.7 Nurture schools award	Boxall profiles in place Play therapy and counselling in place. Track SEND pupils in line with passports.	LO CH - to inform Gov body on '6 principles' progress at gov mtgs	SLT/CH	£1K	
3.8 Boxall assessments in place	Assessments within all yr gps to underpin pupil assessment and management where reqd.	LO	SLT	Nil - part of Nurture school	Boxall workshop Nov 17 3 Jan - Boxall trg - EY 50%, other classes SEN only - increasing coverage
Current situation		Desired Outcome		Success criteria	
Behaviour management inconsistent. Increasing need to manage pupil and adult behaviour. Revised behaviour policy and parent code of conduct in place. E-safety an increasing concern (particularly use of social media) - range of pupil, parent and staff workshops undertaken. Staff in date for safeguard, school safe and e-safety training. Some Boxall profiles in use.		Staff updates for safeguarding, school safe and e-safety undertaken. Consistent approach to behaviour management in place. RRS used with Christian ethos to underpin behaviour expectations. Achieve Nurture Schools award. SEND provision mapping in place and monitored effectively. Boxall profiles routinely completed.		Increased engagement in classrooms - less disruption. Consistent approach to all behaviour issues maintained with greater communication across all stakeholders. Staff using RRS approach and pupils engaged with rights/responsibilities approach to behaviour management. Nurture Schools awards associated with behaviour management and academic progress/engagement benefits.	

To provide a sustainable fiscal plan, supportive to the teaching and learning needs.

- In year budget managed effectively and future budgets planned to support learning priorities
- 3 year budget based on National Funding Formulae and sustainable staffing levels

Priority 4					
To provide a sustainable fiscal plan, supportive to the teaching and learning needs.					
Target/Tasks	Actions	Responsibility	Monitoring	Funding and resources	Outcome and interventions
4.1 Indicative budget for 3 years (draft)	NFF predictions Projected staff costs	JV	Governing Body	Nil	NFF based draft budget Mar 18 - staff review/impact statements req'd
4.2 3 yr capital investment plan	ICT suite 2 replacement options Maintenance/buildings upgrade plan in place	CH	Premises/Finance	Funding subject to audits/scoping reports	ICT suite 2 review by Summer 18
4.3 Annual staff review	Staff review - Spring 18	CH	Governing Body	Nil	Initial report for Mar 18
4.4 Temperature control (aircon) provided to Y2 and 4 classrooms	Fit aircon to Y4/Y2	CH	Premises	£5K (capital) In place for Summer 18	Estimate from potential provider - average £3K per classroom. Year 4 priority but need ICT suite 2 decision before aircon - potential for classroom switch around
4.5 Replace lighting in KS1 areas not upgraded in summer 17 refurbishment	Replace light fittings in SENCo room, chatterbox/cloakroom (Y1) and cloakroom (Y2)	CH	Premises	(£3K - possibly from maintenance)	Aim for completion by Summer 18 - scheduled for Easter 18
4.6 KS1 roof areas - replace current membrane and remove water capture	Strip back membrane, redo pitch of roof, waterproof and ensure appropriate drainage	CH	Premises	£25K-£30K	Aug 18 - tender process underway
Current situation		Desired Outcome		Success criteria	
NFF expected 2018 - indication is 2.1% rise in GAG but impact on other income streams not known. Projection is for falling budget in real terms with consequential need to make budget cuts (predominately from staffing costs). Current staff savings being made through natural wastage. Capital investment in temperature control and ICT.		Stabilised budget prediction with ability to forward plan (particularly staffing levels and pensions liability). Governors to provide clear direction on future budget decisions. Adequate working environment in classrooms (temperature control)		Aircon fitted to Yr 2 and 4 classrooms. Chrome books in full use (upper KS2) Future ICT plan agreed Budget in place with capital investment underpinned by budgeted depreciation costs	

School Monitoring Cycle (Green complete red outstanding)

	<i>Autumn 1</i>	<i>Autumn 2</i>	<i>Spring 1</i>	<i>Spring 2</i>	<i>Summer 1</i>	<i>Summer 2</i>
Governors	Feedback on SATs Academy Development Plan (ADP) Business interests Annual summary of accounts Set budget Review SIAMS/SEF Improvement Partner report	PM review for Principal Performance Governor visits week Monitor budget Safeguard Audit by Feb 18 SIP Report Governor training review Academy Development Plan (ADP)	Review Key Issues Raise Online Review SIAMS/SEF SEN report Delegated Powers Monitor ADP Lit Report Review pupil premium inc spending & impact Safeguard audit report Academy Development Plan (ADP)	Health and Safety audit Improvement Partner report Governor visits week Reports from subj ldrs governor visits iaw training plan Academy Development Plan (ADP) Staff questionnaire	Audit of spending Review SIAMS/SEF Draft Budget and SLA's Monitor Performance management Academy Development Plan (ADP)	ADP review Draft Budget and SLA's Draft next ADP Governor visits week Prospectus ~ update School profile published Review pupil premium inc spending & impact Subject leader reports Academy Development Plan (ADP)
Principal	ADP Set budget Update SIAMS/SEF Improvement Partner Report Classroom Observations SLT PM Admissions policy SEN Report	Observation of teachers (PM objectives) by Feb 18 Data analysis Update SIAMS/SEF Safeguard audit + report by Feb 18 SEN Report ADP	Set draft budget Monitor Planning ADP mid-year review Data analysis Update SIAMS/SEF Improvement Partner Report CPD Report SEN Report ADP	Classroom Observations (PM objectives) Data analysis Update SIAMS/SEF Parent/pupil questionnaires SEN Report ADP Review Parent/pupil questionnaires	Monitor subject leaders Data analysis Update SIAMS/SEF Collective Worship Draft Budget and SLA's CPD Report SEN Report ADP	ADP Review Draft ADP for next year SATs/Data analysis Update SIAMS/SEF Draft Budget and SLA's EOY PM Set budget CPD Report SEN Report ADP
Deputy Principal	Data analysis Draft SEF/ADP inputs Set pupil targets Teaching staff PM Initial predictions Classroom Observations SEN Report Monitor action plans	Assessment Data analysis moderation Observation of teachers (PM objectives) ASP Online Book scrutiny & moderation report SEN Report Monitor action plans	ADP mid-year review Moderation Update predictions SATs preps Data analysis CPD Report Book scrutiny & moderation report SEN Report Monitor action plans	Moderation SATs preps Data analysis Classroom Observations (PM objectives) Book scrutiny & moderation report SEN Report Monitor action plans	National Tests ~ timetable/rooms Moderation Data analysis Budget bids CPD Report Book scrutiny & moderation report SEN Report Monitor action plans	Assessment SATs results - analysis Draft ADP for next year and review EOY PM CPD Report Book scrutiny & moderation report SEN Report Monitor action plans
Assistant Principals/KS leaders/core subject leaders	Monitor action plans Monitor Planning Teaching staff PM Music Audit resources Review teacher skills/book CPD School Council Eco Council	ICT RE Classroom obs/work scrutiny Observation of teachers (PM objectives) Book scrutiny & moderation report SEN Report	Foundation subjects Science Reports for governors Lit Review Book scrutiny & moderation report SEN Report Monitor action plans	Art Sex education - Jun 17 Maths Review Classroom Observations (PM objectives) Book scrutiny & moderation report SEN Report	History/geography Subject leader reports Budget bids Book scrutiny & moderation report SEN Report Monitor action plans	SATS review (English, Mathematics) PSHE Assessments in subjects for the year Agree subject action plans for next ADP EOY PM Book scrutiny &

	SEN Report	Monitor action plans		Monitor action plans		moderation report SEN Report Monitor action plans
Class teachers	New intake baseline information from pre-school settings Input progress data Agree pupil targets SEN Intervention review Parent report	Assessment In Foundation subjects Progress meetings Input progress data Order SATs resources SEN Intervention review Parent report	Input progress data Review pupils targets SEN Intervention review Parent report	Assessment In Foundation subjects Progress meetings Input progress data SEN Intervention review Parent report	Transition timetable Input progress data Draft pupil reports SEN Intervention review Parent report	Visit Pre-schools Assessment In Foundation subjects Reports to parents Input progress data SEN Intervention review Parent report
SEN Co-ordinator	Review pupils on SEN G&A registers SEN audit ISP's with teachers SEN TA's PM TA mtg SEN Report SEN walkround SEN Intervention review	Devise in house training and identify external courses Pupil Premium update/report SEN Report SEN Consultant visit - 20 Feb 18 SEN Intervention review	ISP's with teachers Interim PDR Special arrangements for SATs SEN Report SEN walkround SEN Intervention review	Interim Tests Report to Governors class meetings - review pupils progress/needs SEN TAs PM SEN Intervention review update/report SEN Report SEN Consultant visit	Special arrangements for SATs ISP's with teachers SEN Report SEN walkround SEN Intervention review	SEN Intervention review Foundation Stage re new intake SEN TA EOY PM SEN Transition Review Pupil Premium SEN Report SEN Consultant visit
School Business Manager	Playtime Leaders Set budget Delegated budget Spt Staff PM	Monitor budget 1st qtr review	Playtime Leaders Delegated Powers Spt Staff PM Monitor budget 2nd qtr review	Spt Staff PM Monitor budget	Budget bids Monitor budget Draft Budget and SLA's 3rd qtr review Play leaders	Draft Budget and SLA's Monitor budget Spt Staff PM EOY review Draft Pay policies
Pupils and Parents/ Carers	Transition into new classes Curriculum Information School Council elections Parent meetings	Progress meetings Christmas Productions Open classes	Curriculum Information Parent evening	Progress meetings with class teacher - set new targets Open classes Parent/pupil/equality questionnaires	Curriculum Information EY transition Open classes	Parents evening/report Transition